

Message Text

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ACTION AF-08

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/065 W

-----311422Z 095083 /41

R 311104Z MAR 77
FM AMEMBASSY MONROVIA
TO SECSTATE WASHDC 4176

C O N F I D E N T I A L SECTION 1 OF 3 MONROVIA 2179

STADIS//////////

E.O. 11652: GDS
TAGS: AMGT, PFOR, XX
SUBJECT: PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT - PARTS II
AND III

1. PART II: RESOURCE ASSESSMENTS

A. STATE

STATE RESOURCES OF \$3.7 MILLION AND 28 AMERICAN AND 56
LOCAL EMPLOYEES ARE ADEQUATE, TAKING INTO ACCOUNT PERIODIC
WAGE AND COST-OF-LIVING INCREASES, TO SUPPORT THE COURSES
OF ACTION PROPOSED IN PART I. PERSONNEL RESOURCES ARE
UTILIZED AS FOLLOWS:

POLITICAL:

THE EMBASSY POLITICAL SECTION IS STAFFED BY A COUNSELOR OF
EMBASSY FOR POLITICAL AFFAIRS, AN INTERNATIONAL RELATIONS
OFFICER, AND A SECRETARY. THIS COMPLEMENT IS ADEQUATE FOR
THE COURSES OF ACTION DESCRIBED IN PART I WHICH RELATE TO
LIAISON WITH THE GOL ON POLITICAL MATTERS, POLITICAL REPORT-
ING, PEACE CORPS LIAISON, MAINTENANCE OF CONTACT WITH YOUTH
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AND LABOR, AND THE CULTIVATION OF CONTACTS AMONG LIBERIANS
OF ALL STRATA WHO INFLUENCE ATTITUDES AND POLICIES.

ECONOMIC/COMMERCIAL:

THE ECONOMIC/COMMERCIAL SECTION IS STAFFED BY THREE AMERI-
CAN AND TWO FOREIGN SERVICE LOCAL EMPLOYEES. THIS STAFF IS

CONSIDERED ADEQUATE TO FULFILL THE ECONOMIC/COMMERCIAL SECTION'S RESPONSIBILITIES FOR REPORTING AND FOR PROMOTING AND PROTECTING AMERICAN TRADE AND INVESTMENT IN LIBERIA. THE SECTION MONITORS CLOSELY THE LOCAL ECONOMIC SITUATION AND THE BUSINESS CLIMATE BY MAINTAINING LIAISON WITH GOL OFFICIALS AND MEMBERS OF THE AMERICAN BUSINESS COMMUNITY. TO REACH OUR BILATERAL OBJECTIVES, THE SECTION ACTIVELY PROMOTES U.S. TRADE AND INVESTMENTS IN LIBERIA.

CONSULAR:

PROJECTIONS UNTIL FY-1978 FOR CONSULAR WORKLOADS AS REFLECTED IN THE LATEST CONSULAR PACKET PREPARED MAY 12, 1976 DO NOT INCLUDE ANY INCREASES THAT CANNOT BE PROPERLY MANAGED BY CURRENT PERSONNEL AND RESOURCES. BARRING VERY FAST BREAKING CHANGES IN THE POLITICAL OR ECONOMIC LIFE OF LIBERIA, CONSULAR WORKLOADS SHOULD INCREASE GRADUALLY BUT REMAIN WITHIN MANAGEABLE BOUNDS THROUGH FY-1978 AND, TO PROJECT FURTHER, 2-3 YEARS MORE. INCREASED WORKLOADS WITHIN THIS TIME FRAME SHOULD NOT WARRANT ADDITIONAL STAFF OR RESOURCES.

ADMINISTRATIVE:

THE ADMINISTRATIVE SECTION IS STAFFED BY 16 AMERICAN AND 63 LOCAL EMPLOYEES PROVIDING SUPPORT SERVICES FOR SEVEN OTHER U.S. GOVERNMENT AGENCIES, IN ADDITION TO SUPPORTING THE LARGE REGIONAL OPERATION OF THE AREA TELECOMMUNICATIONS OFFICE (ATO). THE CURRENTLY AUTHORIZED ADMINISTRATIVE STAFF IS ADEQUATE TO PROVIDE OUR CURRENT CONFIDENTIAL

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AND ANTICIPATED LEVEL OF ADMINISTRATIVE SUPPORT.

ATO:

ATO PROVIDES COMMUNICATIONS CIRCUITRY AND SUPPORT FOR TWENTY-SIX EMBASSIES IN SUB-SAHARAN AFRICA. THE ATO CONSISTS OF STAFF SUPPORT ELEMENTS AND THE REGIONAL RELAY FACILITY (RRF), WHICH PERFORMS THE RECEPTION, TRANSMISSION AND RELAY OF U.S. MISSION MESSAGES FOR NINETEEN EMBASSIES. THE ATO STAFF PROVIDES MAINTENANCE, LOGISTIC, OPERATIONS AND ADMINISTRATIVE SUPPORT FOR BOTH THE RRF AND THE TELECOMMUNICATIONS UNITS IN THE EMBASSIES SERVED. THE ATO STAFF OF 73 IS SUFFICIENT FOR THE PRESENT OPERATION AND IS NOT EXPECTED TO INCREASE.

B. OTHER AGENCY PROGRAMS AND RESOURCE LEVELS:

USIS:

THE CURRENT STAFFING AT USIS OF FOUR AMERICANS AND 11 FSLs IS LEAN, BUT ADEQUATE, FOR USIS PROGRAMMING. WHEN USIS TAKES OVER THE CULTURAL AND EDUCATIONAL EXCHANGE RESPONSIBILITIES FROM THE USECF/L, IT WILL NEED TWO ADDITIONAL FSLs TO HANDLE THE ADDITIONAL PROGRAMMING AND ADMINISTRATIVE DUTIES.

TO CARRY OUT THE CURRENT FORMAT OF A SEPARATE USIS AND CU (EDUCATIONAL AND CULTURAL EXCHANGE) PROGRAM, THE PRESENT FINANCING OF \$220,000 FOR USIS (WITH POST PROJECTED INCREASES IN COSTS FOR SALARIES, BUILDINGS, ETC.) IS ADEQUATE FOR USIS OPERATIONS. WHEN CU OPERATIONS COME UNDER USIS, AS PROPOSED, THEN SUPPLEMENTARY FUNDING FOR THE EXCHANGE PROGRAM WOULD BE MANDATORY.

VOA:

THE ANNUAL BUDGET OF VOA IS \$2.1 MILLION. IT HAS AN
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AMERICAN COMPLEMENT OF 15 AND A LOCAL COMPLEMENT OF 107, OF WHOM 11 ARE THIRD COUNTRY NATIONALS. BOTH THE STAFFING AND THE FUNDING ARE CONSIDERED AN ADEQUATE BASE.

AGRICULTURE:

THE FOREIGN AGRICULTURAL SERVICE IS MOVING ITS OFFICES FROM MONROVIA TO ABIDJAN ON OR ABOUT JUNE 15, 1977.

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DEPARTMENT OF DEFENSE:

THE OFFICE OF THE DEFENSE ATTACHE WITH A STAFF OF SIX AMERICANS AND AN ANNUAL BUDGET CURRENTLY SET AT \$99,000 PROVIDES SUPPORT TO MISSIONS IN SENEGAL, GUINEA BISSAU, SIERRA LEONE, IVORY COAST, GHANA, MALI, UPPER VOLTA, MAURITANIA, NIGER, AS WELL AS LIBERIA. THE STAFFING AND FUNDING, ADJUSTED AS COSTS INCREASE, ARE ADEQUATE. THE U.S. MILITARY MISSION HAS A STAFF ON NINE AMERICANS AND THREE LOCAL EMPLOYEES WITH AN OPERATING BUDGET OF \$397,000. CURRENTLY PROJECTED FOREIGN MILITARY SALES (FMS) FUNDING LEVELS (\$500,000) ARE SMALL IN RELATION TO THE ADVANTAGES WHICH ACCRUE TO THE U.S. FROM A FRIENDLY LIBERIA. AN INCREASE IN THE FMS FUNDING LEVEL, IF REQUESTED BY THE GOL, SHOULD BE CONSIDERED (GIVEN U.S. INTERESTS IN LIBERIA) PROVIDED THAT PROGRESS COULD BE ASSURED IN THE OVERCOMING SOME FUNDAMENTAL AFL ORGANIZATIONAL AND ATTITUDINAL WEAKNESS. IN FY-78, THE ENGINEERING ADVISORY CAPABILITY IS SCHEDULED TO BE ELIMINATED. THIS WOULD SERIOUSLY AFFECT A NUMBER OF PROGRAMS OF DIRECT INTEREST TO THE MINISTER OF DEFENSE (ROAD BUILDING, HOUSING, CIVIC ACTION). IN FY-79, THE COAST GUARD ADVISORY PROGRAM IS SCHEDULED FOR ELIMINATION, CONFIDENTIAL

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JUST AS THE GOL FACES THE NECESSITY OF EXPANDING ITS COASTAL PATROLS. IF THE U.S. INSISTS ON REDUCING ITS MILITARY ADVISORY ASSISTANCE IN FIELDS WHERE THE GOL HAS MADE CLEAR ITS DESIRES FOR CONTINUED HELP, THE U.S. WILL HAVE TO ACCEPT THE LIKELIHOOD THAT THE GOL WILL LOOK TO OTHER NATIONS FOR HELP IN IMPROVING ITS MILITARY FORCES. IN VIEW OF THE SIGNIFICANCE OF U.S. FACILITIES NOW IN PLACE ON LIBERIAN SOIL, THE SUMM PERSONNEL REDUCTIONS CONTEMPLATED FOR FY-78 AND FY-79 DO NOT APPEAR TO THIS EMBASSY TO BE IN ACCORD WITH U.S. INTERESTS.

USAID:

AID ANTICIPATES AN AUTHORIZED STAFF FOR THE CURRENT FISCAL YEAR OF 60 AMERICAN AND 67 LOCAL EMPLOYEES WITH AN ADMINISTRATIVE OPERATING BUDGET OF \$1.9 MILLION. (TWO DIRECT-HIRE AMERICAN POSITIONS ARE CURRENTLY BEING PROCESSED IN THE MODE PROCEDURE.) WE ARE SATISFIED THAT THE CURRENTLY PROJECTED AID PROGRAMS (\$11-18 MILLION FOR FY-78 TO FY-79) ADEQUATELY MEET LIBERIA'S ASSISTANCE REQUESTS IN THE SECTORS THAT FALL WITHIN PRESENT FAA CRITERIA. OUR AID PROGRAMS FOCUS ON INTEGRATED RURAL DEVELOPMENT/

AGRICULTURE, INCLUDING FARM-TO-MARKET LINKS, AND UPGRADING OF LIBERIA'S RURAL HEALTH AND EDUCATION DELIVERY SYSTEMS RESPONDS TO LIBERIA'S MOST URGENT NEEDS AND MEETS THE CONGRESSIONAL "MANDATE", INCLUDING THE INVOLVEMENT OF THE ROLE OF WOMEN IN DEVELOPMENT. DURING THE NEXT TWO TO THREE YEARS, WE HOPE TO ADD A SITE AND SERVICES/CORE HOUSING PROJECT PRECEDED BY TECHNICAL ASSISTANCE FOR THE NATIONAL HOUSING AND SAVINGS BANK. WE VISUALIZE A HOUSING INVESTMENT GUARANTEE FOR A LOAN IN THE \$10 MILLION RANGE TO ASSIST THE GOL IN ITS PROJECTED SLUM CLEARANCE PROGRAM FOR THE BENEFIT OF ITS URBAN POOR. THESE PROJECTS, IN CONJUNCTION WITH THE EFFORTS OF OTHER DONORS, MAY WELL EXHAUST LIBERIA'S PRESENT CAPACITY FOR COMMENSURATE MANPOWER AND FINANCIAL INPUTS INTO THESE JOINT UNDERTAKINGS AND ITS EVENTUAL ABILITY TO ASSUME TOTAL CHARGE FOR THEIR
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CONTINUATION AND REPLICATION. A JOINT GOL/DONOR STUDY IS TRYING TO QUANTIFY LIBERIA'S ABSORPTIVE CAPACITY FOR ASSISTANCE. OUR EMPHASIS ON HUMAN RESOURCE DEVELOPMENT PROJECTS - IN ACCORDANCE WITH THE FOUR-YEAR PLAN'S PRIORITIES - WILL CALL FOR A CONSIDERABLE INCREASE IN USAID TECHNICIANS, MOSTLY CONTRACTORS, AND SOME ADDITIONS TO ITS SUPPORT STAFF OVER THE NEXT FIVE YEARS. WE CONSIDER THE PROJECTIONS TO POSSIBLY 95 AMERICANS AND 70 LIBERIANS REALISTIC TO MEET OUR ASSISTANCE PROGRAM OBJECTIVES.

FAA:

THE FEDERAL AVIATION AGENCY WITH TWO AMERICANS (ONE OFFICER AND ONE CLERK) ARE RENDERING TECHNICAL ADVICE ON AVIATION SAFETY MATTERS TO THE MINISTRY OF COMMERCE, INDUSTRY, AND TRANSPORTATION. IN ADDITION FAA HAS SIMILAR AREA RESPONSIBILITIES IN 36 AFRICAN COUNTRIES. THERE ARE PLANS TO SEEK TO INCREASE THE STAFF BY ONE OFFICER DURING THE NEXT YEAR. THESE PLANS WILL BE CAREFULLY CONSIDERED UNDER THE MODE PROCEDURE. FINANCIAL RESOURCES AT POST ARE CURRENT BY \$50,000 FOR FY-1977.

COAST GUARD:

THE U.S. COAST GUARD HAS ONE COAST GUARD OFFICER SUPERVISING THE OMEGA NAVIGATION STATION WHICH WAS DEDICATED IN FEBRUARY 1976 AND OFFICIALLY TURNED OVER TO THE LIBERIAN GOVERNMENT. THIS STATION EMPLOYS EIGHT AMERICAN TECHNICIANS UNDER CONTRACT WITH FORD AEROSPACE AND 32 LIBERIANS UNDER CONTRACT TO A LIBERIAN FIRM.

PEACE CORPS:

A STAFF OF FIVE AMERICAN AND TEN LIBERIAN EMPLOYEES SUPPORT APPROXIMATELY 230 VOLUNTEERS WITH A BUDGET OF \$1.3 MILLION.

PEACE CORPS/LIBERIA CONTINUES TO CONTRIBUTE SIGNIFICANTLY TO
LIBERIAN DEVELOPMENT OBJECTIVES FOR RURAL DEVELOPMENT AND
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MANPOWER TRAINING AND IS A VIABLE, COST-EFFECTIVE ASSISTANCE
PROGRAM WHICH IS HIGHLY VALUED BY THE GO. SHORTFALLS IN
LOGISTICAL, STAFF, AND PROGRAM SUPPORT, HOWEVER, LIMIT THE TOTAL
CONTRIBUTION MADE BY INDIVIDUAL VOLUNTEERS. ALTHOUGH IT IS
RECOMMENDED THAT STAFF AND FUNDING REMAIN AT APPROXIMATELY THE
CURRENT LEVEL, THE PROPOSED HIRE OF A SECOND ASSOCIATE DIRECTOR FOR
EDUCATION IS CONSIDERED DESIRABLE. A MODERATE GROWTH IN THE
PROGRAM IS FEASIBLE AT SUCH TIME AS CURRENT OPERATIONS ARE
UPGRADED TO PROVIDE MORE EFFECTIVE SUPPORT. IN THIS REGARD
PEACE CORPS LIBERIA HAS INDICATED THAT PEACE CORPS WASHINGTON
CONSIDERS THE LIBERIAN PROGRAM A "GROWTH" PROGRAM. WE HAVE
SOME RESERVATIONS ABOUT THIS CONCEPT AND RECOMMEND THE
DEPARTMENT SHOULD UNDERTAKE A CLOSE EXAMINATION OF ITS WITH
ACTION.

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MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
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R 311104Z MAR 77
FM AMEMBASSY MONROVIA
TO SECSTATE WASHDC 4178

C O N F I D E N T I A L SECTION 3 OF 3 MONROVIA 2179

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2. PART III: STATE PERSONNEL RECOMMENDATIONS

A AND B - REPROGRAMMING/INCREASES/DECREASES:

STATE OPERATIONS ARE STAFFED AT THE APPROPRIATE LEVEL TO FULFILL
THE POST'S SUBSTANTIVE AND ADMINISTRATIVE RESPONSIBILITIES, AND

WE HAVE NO PLANS EITHER TO REPROGRAM EXISTING RESOURCES OR TO REQUEST AN INCREASE IN MANPOWER, AT LEAST THROUGH FISCAL YEAR 1979. NONETHELESS SHOULD REPROGRAMMING OF PERSONNEL RESOURCES BE NECESSARY, THE FOLLOWING POSITIONS CONSTITUTE OUR LOW FIVE PERCENT.

C. LOWER PRIORITY POSITIONS:

BUILDING SERVICES SPECIALIST, RU-6:

THE EMBASSY MAINTAINS APPROXIMATELY 120 RESIDENTIAL UNITS AND THREE SEPARATE OFFICE BUILDINGS SPREAD OVER A TWENTY-MILE AREA. TWO AMERICAN BUILDINGS SPECIALIST SUPERVISE ALL MAINTENANCE AND REPAIR SERVICES FOR THESE UNITS, AS WELL AS AUTOMOTIVE MAINTENANCE AND REPAIRS FOR APPROXIMATELY 31 VEHICLES. SHOULD ONE OF THE AMERICAN SUPERVISOR POSITIONS BE ABOLISHED, WE WOULD BE FORCED TO CONTRACT WITH RESIDENT COMMERCIAL FIRMS TO PROVIDE CONFIDENTIAL

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MAINTENANCE AND REPAIR SUPPORT FOR ALL OUR OFF-EMBASSY COMPOUND HOUSING AS WELL AS OUR VEHICLES. THE COST FOR SUCH CONTRACTUAL SERVICES WOULD FAR EXCEED THE COST OF ONE AMERICAN SUPERVISOR.

CLERK-TYPIST, FSL-8 (ECONOMIC/COMMERCIAL SECTION):

THE LOSS OF THE ONLY FSL CLERK-TYPIST IN THE ECONOMIC/COMMERCIAL SECTION WOULD HAVE A SERIOUS IMPACT ON THE TIMELY SUBMISSION OF ROUTINE BUSINESS REPORTS AND WOULD FURTHER LIMIT THE NUMBER OF HOURS THE COMMERCIAL READING ROOM AND REFERENCE LIBRARY IS OPEN TO THE PUBLIC.

TRAVEL CLEAR, FSL-7:

THE INCUMBENT OF THIS POSITION HANDLES TRAVEL ARRANGEMENTS INCLUDING LIBERIAN EXIT VISAS FOR ALL U.S. GOVERNMENT PERSONNEL, INCLUDING TRAVEL FOR HOMELEAVE AND TRANSFER, REST AND RECUPERATION, AND TEMPORARY DUTY ASSIGNMENTS. SHOULD THIS POSITION BE LOST TO THE EMBASSY, THERE WOULD BE NO CHOICE BUT TO REQUIRE EMPLOYEES TO MAKE THEIR OWN TRAVEL ARRANGEMENTS RESULTING IN A LOSS OF VERY COSTLY AMERICAN EMPLOYEE TIME.

MECHANIC, FSL-9:

THE EMBASSY EMPLOYS FOUR MECHANICS TO MAINTAIN 31 VEHICLES, 9 DIESEL GENERATORS, 4 TRACTORS, AND 3 FORK LIFTS. ANY REDUCTION IN HIRED MECHANICS WOULD MEAN MORE OUTSIDE CONTRACT WORK AT EXTREMELY HIGH COSTS AND GENERALLY UNSATISFACTORY SERVICE.

MISSION STAFFING CHART:

CURRENT FY-77

AMERICAN A AMERICAN FSL FSL

AGENCY/FUNCTION OFFICERS STAFF PROFES STAFF

STATE:

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EXECUTIVE	2	2	0	2
POLITICAL	2	1	1	0
ECONOMIC/COMMERCIAL		2	1	1 1
CONSULAR	1	1	0	0
ADMIN. (OF WHICH)	15	1	6	53
COMMUNICATIONS	(4)	0	0	(3)
SECURITY	0	0	0	0
REGIONAL OFFICES (ATO)	70	3	0	17

TOTAL STATE	92	9	7	73
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OTHER AGENCIES:

USIS	3	1	2	9
VOA	11	0	0	106
AGRIC	2	1	0	0

DOD:

DEFENSE ATTACHE	9	0	0	0
U.S.MILITARY MISSION	6	0	0	3

USAID:

DIRECT HIRE	36	4	14	53
PASA EMPLOYEES	11	0	0	0
CONTRACTOR EMPLOYEES		9	0	0 0
FAA	1	1	0	0
COAST GUARD	1	0	0	0
PEACE CORPS STAFF	5	0	5	5

TOTAL OTHER AGENCIES	94	7	21	176
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PROJECTED FY-79

AMERICAN AMERICAN FSL FSL

OFFICERS STAFF PROFES. STAFF

STATE:

EXECUTIVE	2	2	2	2
POLITICAL	2	1	0	0

ECONOMIC/COMMERCIAL	2	1	1	1
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CONSULAR	1	1	0	0
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ADMIN (OF WHICH)	15	1	6	53
COMMUNICATIONS	(4)	0	0	(3)
SECURITY	0	0	0	0
REGIONAL OFFICES (ATO)	70	3	0	17
TOTAL STATE	92	9	7	17
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Message Attributes

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Decaption Note: 25 YEAR REVIEW
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Disposition Approved on Date:
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Disposition Reason:
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Secure: OPEN
Status: NATIVE
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TAGS: AMGT, PFOR, XX
To: STATE
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